

NATIONAL TREASURY

The National Treasury is an equal opportunity employer and encourages applications from persons living with disabilities. It is the department's intention to promote representivity through filling these posts in line with the department's approved Employment Equity Plan. Our buildings are accessible to persons living with disabilities.



<u>APPLICATIONS</u>	:	To apply visit: https://erecruitment.treasury.gov.za/eRecruitment
<u>CLOSING DATE</u>	:	08 May 2026 at 12:00 pm (Midday)
<u>NOTE</u>	:	Effective from 7 April 2021, the National Treasury now utilises an e-Recruitment System which means all applicants must login/register to apply for positions, we only accept hand delivered/posted applications should an applicant prove that he/she tried to apply via e-Recruitment with no success and the National Treasury ICT unit was unable to assist. The applicant's profile on the e-Recruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Certain documentation will still be required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, ID, etc., however these documents need not be certified at point of application, however certification will be required prior to attending the interview. Please note: All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. It should be noted that the National Treasury does not support the use of Artificial Intelligence (AI) in any of its recruitment and selection processes and will disqualify an application if it picks up the use of AI when completing assessments without acknowledging the source of information. Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ , prior to finalisation of appointment, is a requirement for all SMS positions. For SMS positions certain candidates may be required to undergo additional Psychometric Assessments. All qualifications, criminal and SA citizenship checks will be conducted on all short-listed candidates and, where applicable, additional checks will be conducted in line with the new DPSA Directive effective 01 April 2024. By submitting your application, it also means you consent to the National Treasury processing your information for Human Resources Management purposes. It is the applicant's responsibility to have all their foreign qualifications (this includes O and A level certificates) evaluated by the South African Qualifications Authority (SAQA), at your own expense. Upon appointment, successful candidates will be required to sign a Performance Agreement within 3 months from date of appointment and for candidates whose appointment exceeds 12 calendar months will be appointed on probation for the period of twelve (12) calendar months excluding leave taken as prescribed by Public Service Regulation 68. The status of your application will be visible on the e-Recruitment system. However, if you have not received feedback from the National Treasury within 3 months of the closing date, please regard your application as unsuccessful. Note: The National Treasury reserves the right not to fill the below-mentioned posts, withdraw or to put on hold a position and/or to re-advertise a post. All queries must be submitted via email addressed to the Human Resources Recruitment Support Team on Recruitment.Enquiries@treasury.gov.za . The National Treasury is compliant with the requirements of POPIA.

MANAGEMENT ECHELON

<u>POST 13/194</u>	:	<u>DIRECTOR: SCM GOVERNANCE, MONITORING AND COMPLIANCE REF NO: S042/2026</u> Division: Office of The Chief Procurement Officer (OCPO) Purpose: To manage the governance, monitoring and compliance with the SCM governance framework in all spheres of Government.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R1 266 714 per annum, (all-inclusive) Pretoria A Grade 12 is required coupled with a minimum of bachelor's degree (equivalent to NQF level 7) or Post graduate diploma or equivalent or related qualification in Supply Chain Management or Financial Management or Finance or Accounting or Risk Management or Project Management or Legal or Governance, Monitoring and Compliance or Business Administration or Business Management or Auditing or Public Administration or Management or Policy. A certification in SCM principles, Project Management, Governance, Monitoring and Compliance, Investigation or any similar certification or equivalent will be an added advantage. A minimum of 5 years' experience at a middle or senior managerial (Deputy Director) level obtained in the broader Supply Chain Management environment. In-depth knowledge and experience of the broader public service SCM framework. In-depth knowledge and experience of the broader public service SCM framework. Successful completion of the Nyukela Public Service Senior Management Leadership Programme as endorsed by the National School of Government available as an online course on https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ , prior to finalisation of an appointment.
<u>DUTIES</u>	:	SCM GM&C Strategy and Policy Management: Manage the development and maintenance of a national strategy and implementation plan for the development and dissemination of the SCM monitoring framework. Manage the research, design, development and maintenance of policies and dissemination plans for the SCM monitoring framework including the: collection and management of SCM data; analysis and evaluation of SCM plans and reports; resolution of non-compliance. Provide input into the development of SCM-related government policy, norms, standards, frameworks and guidelines. SCM GM & C Stakeholder Management: Manage government stakeholder relations to facilitate the establishment of required Organisational and governance structures and strategic networks for improved SCM collaboration, accountability and transparency. Promote the relevance of compliance to SCM policies and procedures and the adherence to regulations. Manage the improvement of SCM compliance through awareness sessions and roadshows within the whole of Government. SCM GM&C Frameworks Management: Collaborate on and contribute to the deployment of a: SCM governance framework, SCM data collection and management system, SCM reporting and reviewing framework, for SCM capability maturity assessment model – specifically compliance, SCM-related grievance and dispute resolution mechanism, SCM non-compliance reviews and remedies framework. SCM Compliance Monitoring and Analysis: Manage and report on the analysis of compliance with established SCM measures and prescribed parameters for: procurement plans (quarterly and annually), bid processes specifications and tender procedures, contract terms, supplier / service provider delivery standards, procurement by other means and changes to procurement standards. Manage reviews, and report on preferential procurement policy compliance and impact including: Bid Reviews, Responding to requests for advice/ complaints on SCM matters/ media reviews, Analyse data and prepare reports for Parliamentary committees and other relevant stakeholders. Manage and report on the assessment and evaluation of SCM capability maturity – specifically compliance. Manage reviews, and report on SCM policy objectives and impact on state expenditure and government transformational imperatives. SCM GM & C Monitoring and Evaluation: Manage the development and implementation of a system for the monitoring and evaluation of the performance of the SCM monitoring framework. Manage the monitoring of, and reporting on, the implementation and progress of the SCM monitoring framework. Manage the evaluation of and reporting on the impact of the SCM monitoring framework. SCM GM&C Knowledge and Information Management: Manage SCM Monitoring-related knowledge and information. Manage the content of SCM Monitoring-related KIM platforms.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za

OTHER POSTS

POST 13/195 : **DEPUTY DIRECTOR: LOCAL GOVERNMENT FISCAL FRAMEWORK REF NO: S044/2026**

Division: Intergovernmental Relations (IGR)

Purpose: To provide inputs into policy formulation on local government transfers, develop and maintenance of financial models for determination annual allocations of municipalities that includes the local government's equitable shares and municipal infrastructure grants.

SALARY : R1 059 105 per annum, (all-inclusive)

CENTRE : Pretoria

REQUIREMENTS : A Grade 12 is required coupled with a National Diploma (equivalent to NQF level 6) or Bachelor's degree (equivalent to NQF level 7) in Economics or Finance. A minimum 4 years' experience of which 2 years should be on an Assistant Director level or equivalent obtained within the intergovernmental fiscal system. Knowledge of the public finance management operating within the local government environment. Knowledge and experience of financial and economic analysis. Knowledge of policy development and dissemination.

DUTIES : Policy Formulation on Local Government Transfers: Analyse policies, frameworks and formulas in respect of transfer programmes for local government pertaining to local government equitable share and municipal infrastructure grant. Propose reforms to existing system of local government transfer programmes to improve allocative efficiency and impact of grants. Analyse the integrity of data used in formulas to determine allocations to municipalities. Provide inputs into sector policy processes that impact local government finances and funding. Participate in municipal processes targeting poverty alleviation and provide inputs to proposals. Develop and update models within Local Government on Equitable shares and Municipal Infrastructure Grant: Develop and maintain allocation models for the determination of allocations to 257 municipalities for equitable share and infrastructure grant allocations. Analyse the impact of proposed reforms to formulas to determine the impact on categories and types of municipalities. Implement strategies for the introduction of reforms to frameworks, models and formulas to determine allocations to individual municipalities. Engage stakeholders pertaining to policy for the enhancement of, and incorporation into, the local government equitable share and infrastructure grant allocation models. Local Government Transfers Finances: Provide inputs to departmental publications (MTBPS, Budget Review, Local Government Budgets and Expenditure Review. Participate in national budget process deliberations, providing inputs on the local government impacts of proposed budget changes. Liaise with internal stakeholders to coordinate changes to local government transfers and other areas of mutual policy interest. Attend and present at forums on local government transfers and other finance matters impacting the environment. Manage programme design processes for new and reformed local government transfer programmes: Research and prepare policy discussion papers setting out the policy context of the sector being funded, gaps in the current system and options for how a reformed or new funding programme could address these. Design consultation processes and convening stakeholders from relevant sector departments, organised local government to consult on proposed new/reformed transfer programmes. Work with relevant sector department on detailed design of the new transfer programme, including design of allocation formula (inclusive of data verification) and drafting legally binding rules for how funds can be used. Present proposed funding programme structure for approval at intergovernmental forums, including Budget Forum and present at hearings in parliament and provincial legislatures.

ENQUIRIES : enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za

POST 13/196 : **HUMAN RESOURCES BUSINESS PARTNER REF NO: S047/2026 (X5 POSTS)**

12 Months Fixed Term Contract
Division: Corporate Services (CS)
Purpose: To provide a fully Integrated Human Resources Business Partnering service to the National Treasury and establish a culture of excellence through value-adding Human Resources (HR) offerings and processes.

SALARY
CENTRE
REQUIREMENTS

: R896 436 per annum, (all-inclusive)
: Pretoria
: A Grade 12 is required coupled with, at minimum, a National Diploma (equivalent to NQF level 6) in Human Resources Management or Industrial Psychology or Human Resources Development or Public Administration or Employee Relations. A Bachelor's degree (equivalent to NQF level 7) or above in any of the above disciplines will be considered an added advantage. A minimum of 4 years' experience is required of which 2 years should be on an Assistant Director level or equivalent obtained in the broader HR field. Knowledge and experience in the delivery of HR processes and leading change, within business units. Knowledge and experience of Legislative Framework Governing the Public Service within the HR environment such as Public Service Act, Public Service Regulation, Employment Equity Act, Basic Conditions of Employment Act etc.

DUTIES

: HR Service Delivery: Establish and maintain strong relationship management and service excellence with stakeholders and uphold the HR Brand equity in line-functionaries. Establish partnerships with line-functionaries to execute relevant HR Processes to the Business (Divisions). Identify, understand and translate Line or Business needs into value-adding HR initiatives. Implement systems and processes to ensure that HR meets its strategic objectives, in line with those of the National Treasury. Establish HR service Delivery as the 1st and single point of contact in the Divisions on related matters or queries or requests. Be a custodian of: Line-functionaries HR needs and HR processes in Line (Talent Management Offerings). Provide HR support and guidance to both Managers and employees within the Division. HR Communication: Enable the marketing and communication of HR Initiatives within the National Treasury. HR Governance: Ensure compliance to HR Policies, Procedures, Practices and all other statutory requirements (HR Governance). HR Operations: Ensure that transactional HR aspects are kept in line with legislative requirements (employee data, information & records) for Divisions are accurate and valid at all times. Implement processes and procedures to measure HR's impact and contribution to the National Treasury's effectiveness. Evaluate HR policies and align services offerings. HR Projects: Manage key strategic HR projects, implementation and their deliverables thereof. Execution and monitoring of progress and compliance on: Policies, procedures, practices & processes in line, Change Management initiatives and Strategic HR initiatives. HR Information: Analyse and interpret HR reports, and identify positive and negative trends, with recommendations thereof. Provide relevant HR management information or reports as per business requirements. Achieve HR key performance indicators and objectives in the Divisions (HR Dashboard & Scorecard Indicators, metrics). Relationship Management: Develop and maintain effective relationships with Line (both managers and employees).

ENQUIRIES

: enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za

POST 13/197

: **ASSISTANT DIRECTOR: LOCAL GOVERNMENT FISCAL FRAMEWORK REF NO: S037/2026**

Division: Intergovernmental Relations (IGR)
Purpose: To assist with the policy formulation and planning of local government budgets, through collating and managing databases for the responsible local sphere of government.

SALARY
CENTRE
REQUIREMENTS

: R582 444 per annum, (excluding benefits)
: Pretoria
: A grade 12 is required coupled with A National Diploma (equivalent to NQF level 6) in Economics or Public Finance Management or Public Administration or Management. A bachelor's degree (equivalent to NQF level 7) will be an added advantage. A minimum 3 years' experience in Public Financial Management system in South Africa. Knowledge of applicable public finance

<u>DUTIES</u>	:	legislative and regulatory framework. Knowledge of basic public sector budgeting principles.
	:	Management of the database for the equitable share formula: Collecting information to update components of the equitable share formula. Maintain the database for the local government equitable share formula. Assist with the preparation of tables, spreadsheets and presentation format of the database. Local Government Fiscal Framework: Assist in the undertaking of technical analyses necessary to inform decisions relating to local government equitable shares. Provide assistance in maintaining conditional grants allocated to local government stakeholders. Assist in the development and drafting of analytical reports impacting on the local government fiscal framework. Updating the components of the Equitable share formula: Regularly update all the components of the formula in line with the latest changes. Assist with refinement of the fiscal framework equitable share model. Compile different scenarios for the fiscal framework equitable share. Develop and provide analytical reports in supporting of the results of the model. Database design: Provide concepts in the preparation of tables, spreadsheets and presentation format of the fiscal framework equitable share formula database. Intergovernmental Co-ordination and Publications: Assist with the compilation of information required for the annual IGFR. Provide inputs of data for reports to Technical Budget Forum and Budget Forum Meetings.
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za
<u>POST 13/198</u>	:	<u>ECONOMIST: SECONDARY SECTOR REF NO: S045/2026</u> Division: Economic Policy and International Cooperation (EPIC) Purpose: To monitor and evaluate economic developments in the secondary sector of the economy, i.e. manufacturing sector; to analyse and advise on the socio-economic impacts of various related policy proposals made by other government departments.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R582 444 per annum, (excluding benefits)
	:	Pretoria
	:	A Grade 12 is required coupled with a minimum National Diploma (equivalent to NQF level 6) or Bachelor degree (equivalent to NQF level 7) in Economics or Econometrics. A minimum of 3 years' experience obtained in an economic policy analysis environment. Knowledge of applied microeconomics. Knowledge of the different research engines, analysis and report writing skills. Knowledge of dissemination of economic policy outcomes.
<u>DUTIES</u>	:	Sector Analysis: Provide reports on developments in the secondary sector and implications for the economy. Research and analyse factors that drive growth in the secondary sector. Provide in-depth analysis of the socio-economic impact of various related policy proposals. Draft speaking & briefing notes, memos and speeches for the Deputy-Director-General, Director-General, Deputy Minister and Minister. Develop databases of various microeconomic and macroeconomic indicators to assist in economic analysis. Assist in developing National Treasury positions on real economy and related policy issues developed in conjunction with other units of the National Treasury. Policy Advice: Prepare briefing notes and memos to DG and Minister on various real economy and related policy issues. Provide inputs into various National Treasury policy discussions documents for consultation with stakeholders. Provide support to engagements with stakeholders on policy and related issues impacting the secondary sectors. Research: Research factors that impact on growth, employment and investment in the secondary sector. Research economic developments and policies and benchmark against international best practices and trends. Budget & MTBPS: Provide inputs into Chapter 2 of Budget Review and MTBPS: sector analysis, updates, tables, charts. Assist with number checking and proof reading of Budget Chapters
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za

<u>POST 13/199</u>	:	<p><u>HUMAN RESOURCES ADMINISTRATOR REF NO: S043/2026 (X12 POSTS)</u> 12 Months Fixed Term Contract Division: Corporate Services (CS) Purpose: To render support services on all transactional and transformational support the Human Resources Management with all areas of recruitment administration, full recruitment cycle, selection process, organisational development and job evaluation within the National Treasury.</p>
<u>SALARY</u>	:	R325 101 per annum, (excluding benefits)
<u>CENTRE</u>	:	Pretoria
<u>REQUIREMENTS</u>	:	A minimum Grade 12 is required, coupled with a minimum National Diploma (equivalent to NQF level 6) in Human Resources Management or Public Administration or Social Sciences or Operations Management or Management Services or Industrial Psychology. A minimum of 2 years' experience in human resources management coupled with organisational development and Human Resources Administration. Knowledge and experience of the following: Job Evaluation principles and processes, HR administration role with exposure to recruitment, Experience in utilisation of technology for recruitment will be an added advantage (e-Recruitment or ATS or PERSAL). Knowledge and experience of onboarding and exit interviewing processes and procedures. Knowledge and exposure to change management. Knowledge or exposure to the PERSAL applications and Job Design principles.
<u>DUTIES</u>	:	<p>Organisational Development: Update JE database with approved job evaluation results. Align and link job descriptions against the appropriate post on the JE database. Provide administration support in the re-evaluation of jobs. Provide support services on change management, employee engagement and on-boarding surveys. Provide support and advisory services to internal stakeholders prior to the advertisement of positions. Coordinate JE meeting and administration support. Conduct work study investigation and produce report. Support the Recruitment Cycle: Assist in all areas of recruitment administration, and to provide support to the Talent Acquisition officers. Compile appointment memos and letters on behalf Senior HR Officers. Assist with proof-reading and quality control of documents emanating from the business unit. Manage Documentation and Maintain Candidate Database: Prepare recruitment documents, organise in line with recruitment timelines, to assist with drafting and placing job advertisements. Ensure that all necessary employment checks (credit or security or qualifications or citizenship or references) etc, and any other requested background checks, are completed. Filing of documentation. Manage electronic document tracking system – Routing of memoranda for signatures, and follow-up on outstanding memos and other relevant documents. Update and maintain recruitment databases and applicant tracking systems with candidate information, interview schedules, and feedback to candidates. Perform desktop research for the business unit upon request. Communication: Handle and responding to enquiries from candidates. Communication with candidates as and when required throughout the recruitment process, providing updates when requested. Coordinate and Facilitate Shortlist and Interviews Meetings: Schedule, coordinate and/or facilitate shortlist and interviews between candidates and selection committee members, including arranging meeting times and preparing interview materials. Onboarding Support: Assist in the Administration of the quarterly on-boarding survey for all new joiners within the National Treasury, Assist in the onboarding process for new hires, including preparing contracts and offer letters, and ensuring that all pre-employment checks are completed. Reporting and Compliance: Ensuring the recruitment and selection process complies with relevant prescripts. Update all recruitment and other HR related reports. Stakeholder Engagement: Assist with technical projects and provide administrative support.</p>
<u>ENQUIRIES</u>	:	enquiries only (No applications): Recruitment.Enquiries@treasury.gov.za